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Forty-fifth session
FIFTH COMMITTEE
Agenda item 127

UNITED NATIONS COMMON SYSTEM

Note by the Secretary-General of the United Nations

The Secretary-General of the United Nations has the honour to transmit herewith to the members of the General Assembly the text of a note by the Secretary-General of the International Telecommunication Union (ITU) on the subject of the United Nations common system.

Agenda item 127

Note by the Secretary-General of the
International Telecommunication Union

GRANTING OF SPECIAL POST ALLOWANCES IN THE ITU

Background

Following the instructions of the ITU's Nice Plenipotentiary Conference held in 1989, the Administrative Council of the ITU has created a special committee called the High Level Committee composed of representatives of 21 Member States to review the structure and the functioning of the Union. As a conclusion of its work, the High Level Committee formulated approximately one hundred recommendations, 22 of them relating to the financial and personnel management and information technology.

The Administrative Council, at its 46th Session, which ended earlier this month, has endorsed those of the recommendations falling within its competence and has called for the convening of an Additional Plenipotentiary Conference to consider the others. It is now to the Secretary-General of the ITU to implement those of the recommendations already approved.

Proposal by the ITU Administrative Council

During that Session a special Ad hoc Group of the Council was created to study more in depth personnel matters. As a result of its work this special group suggested that the Secretary-General should involve very deeply the ITU staff members at the Professional and Directorial level in the implementation of the approved recommendations, by requesting them to study, with regard to their working environment, the best possible measures of implementation. Such an additional temporary work will be compensated, after certification, with a special, non-pensionable, post allowance in accordance with the ITU Staff Regulations and Rules.

Although it was recognized unanimously by the Administrative Council that this matter was exclusively within the prerogatives and authority of the Secretary-General the latter made it very clear that he would not introduce the proposed measures if the Administrative Council instructed him not to do so; this has not been the case.

Action by the ITU Secretary-General

The details of the Secretary-General's action can be found in his memorandum addressed on 21 June 1991 to the concerned staff members entrusting them with this additional temporary work. It is to be noted that the granting of any special post allowance is subject to certification by the supervisors of the work performed and that at this point in time no exact assessment of the number of allowances which will be granted can be made (see Annex).

With regard to the above action, the ITU Secretary-General considers it as not being in contradiction with the relevant Article of the 1947 Agreement between the United Nations and the ITU. That Article reads as follows

"ARTICLE VIII

Personnel Arrangements

1. The United Nations and the Union agree to develop as far as practicable common personnel standards, methods and arrangements designed to avoid serious discrepancies in terms and conditions of employment, to avoid competition in recruitment of personnel, and to facilitate any mutually desirable interchange of personnel in order to obtain the maximum benefit from their services.

2. The United Nations and the Union agree to co-operate to the fullest extent possible in achieving these ends." (emphasis added).

The above underlined parts of the respective provisions of Article 8 indicate clearly that a certain flexibility of action in personnel matters is left to both Organizations concerned.

Furthermore, it is to be noted that the action by the ITU Secretary-General is also in line with the concept of the common system itself, which does not require to be applied in a strictly identical manner by each and every organization forming part of the system, thus leaving no flexibility for exceptional measures to be taken in order to solve the organization's specific problems, in particular when such measures are of a temporary nature. This has been recognized, at an early stage, by the UNGA itself when it adopted Document A/3209, containing the Salary Review Committee Report, paragraph 15 of which reads as follows :

"The Common System should be retained by those organizations now using it. It need not be applied with such rigid uniformity that an organization can never deviate from it, even if there is no other solution to its own particular staffing problems".

Conclusion

The ITU is facing an exceptional situation, in having to implement fundamental changes in its structure and its functioning resulting from the decisions taken by its supreme organ, the 1989 Nice Plenipotentiary Conference.

Therefore, exceptional temporary measures had to be taken by the Secretary-General, in order to respond efficiently to that exceptional situation. Such measures do, in the Secretary-General's view, not run counter the common system, to which the ITU confirms its attachment.

20.06.91

ANNEX

MEMORANDUM

Date: 21.06.91

To: To all Headquarters Staff Members at P.and D.levels under contract on 1 July 1991

From: Pekka TARJANNE, Secretary-General

Subject: Implementation of the High Level Committee Recommendations

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1. You have all received a copy of the Report "Tomorrow's ITU : The challenges of change" prepared by the High Level Committee to review the structure and functioning of the ITU and of the Report on the Analysis of HLC Consultants' Recommendation (Document 7124 CA-46).

2. As you might be aware the Administrative Council has studied this report in depth and, in deciding to endorse those HLC Recommendations listed in Annex 1,* has arrived at a certain number of conclusions which it transmits to the Secretary-General and the Coordination Committee for implementation.

3. While many of these recommendations can be put into effect without major further studies, some of them require extensive analysis before any implementation mechanism can be designed and decided upon.

4. Among latter category, I would mention in particular some of the recommendations emanating from the Booz, Allen and Hamilton consultants, namely :

Recommendation 70 : "decentralized preparation and submission by Director of a cost-based Sector budget which complies with budget guidelines issued by the Secretary-General".

Recommendation 72 : "flexibility for each Bureau and the General Secretariat to reallocate funds within its budget, and responsibility to control expenditure, except that funds budgeted for non personnel expenditures could not be reprogrammed for personnel expenditures".

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* Not reproduced in the present document.

Recommendation 74 : "changes in financial control, accounting and reporting procedures to make them consistent with the above recommendations and to provide clearer reporting on expenditures".

Recommendation 75 : "establish a "transfer pricing" policy for common services, under which common services would be funded by Bureaux on a contractor/client basis with Bureaux deciding whether to use the Common Services Department or outside vendors, with certain limits".

Implementation of the High Level Committee Recommendations

Recommendation 77 : "Establish a reformed personnel appraisal system which encourages appraisers to be constructive but also confront problems realistically."

Recommendation 78 : "Introduce the TEAM process into the ITU".

Recommendation 80 : "Establish a performance incentive programme, based on achievements of demonstrable gains in productivity, cost reduction and/or quality".

Recommendation 81 : "Recommend that the ITU begin by establishing a non-monetary awards programme to recognize high achievers, either individually or as members of a TEAM".

Recommendation 83 : "Delegate authority to the Bureau Directors and General Secretariat Department Heads to reassign staff/rearrange posts within an overall financial constraint ... ".

Recommendation 87 : "Establish a code of practice to foster more effective manager/staff communication including regular staff meetings...".

Recommendation 88 : "Enhance professional and technical training for ITU staff...".

Recommendation 91 "BAH also developed a list of eight priority applications for systems development based on user surveys, and a number of other priority technical recommendations on information systems. We endorse these proposals in principle, recognizing that costs are a factor to be considered in any implementation schedule and that some refinements or adjustments to the consultant's proposals may be necessary or desirable".

5. As a professional staff member of the Union and in view of your managerial and/or technical skills you are going to be particularly involved in the managerial changes recommended by the HLC in order to enable the Union to improve its efficiency and effectiveness.

6. It is for this very reason that after consultation and with the full support of the Heads of Organs I have decided to entrust you with additional temporary duties in requesting you to study, with regard to your working environment, the best possible measures of implementation of the recommendations quoted in paragraph 4 above. To this end you will find attached some basic documentation* namely :

- the relevant parts of the BAH Report (Annex 2)
- the description of the present appraisal system (Annex 3).

7. As a first stage of this global study, I would suggest that the studies concentrate more specifically on :

- the establishment of "transfer prices" and the conditions for Bureaux selecting between the use of internal means or outside vendors,
- the introduction of the TEAM process,
- the design of tools for measuring the evolution of productivity, costs and quality,
- fostering of communications,
- the refinements or adjustments to the BAH recommendations on information systems.

Implementation of the High Level Committee Recommendations

8. The conclusion each of you may reach, taking into account your own working environment, shall be consolidated. You are thus requested to report through hierarchical channels to the Head of your Organ or Department (for the General Secretariat), who might decide, as the case may be, to assign you further work in this area, during this exercise i.e., before 31.12.1991.

9. These studies shall start by 1 July next and an interim report will be submitted to me by each Organ and Department of the General Secretariat by 31 December 1991.

10. This additional temporary work should not detract you from the accomplishment of your normal duties and shall, after certification by the Head of the Organ or Department of the General Secretariat concerned, be compensated by a Special Post Allowance in accordance with Regulation 3.8b) of the ITU Staff Regulations for the period in question. The allowances will be established in accordance with Regulation 3.8c) and their total cost shall be financed through existing budgetary provisions.

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UNITED NATIONS PENSION SYSTEM

Note by the Secretary-General of the United Nations

The Secretary-General of the United Nations has the honour to transmit herewith to the members of the General Assembly the text of a note by the Secretary-General of the International Telecommunication Union (ITU) on the subject of the United Nations pension system.

Note by the Secretary-General of the
International Telecommunication Union

Decision taken by the International Telecommunication Union's Administrative Council at its 46th session on the Protection of the Purchasing Power of Pension Benefits

Introduction

The purpose of this document is to give an overview of the actions taken by the International Telecommunication Union (ITU) governing bodies on this matter.

Background

The ITU Plenipotentiary Conference demonstrated its interest in pension questions for the first time in 1973 when it approved Recommendation No. 3 (Annex 1) urging the United Nations General Assembly (UNGA) to do all possible to maintain the purchasing power of pensions.

The ITU's serious concern regarding the fluctuating value of pensions was subsequently reiterated in many Resolutions of the Administrative Council, and in Resolution No. 61 of the following Plenipotentiary Conference in 1982 (Annex 2).

Despite of many efforts deployed by both the United Nations Joint Staff Pension Board (UNJSPB) and the legislative organs of the UNGA, the situation of pensioners retiring in hard currency countries has remained unsatisfactory. For this reason the Administrative Council adopted, between 1984 and 1989, a series of Resolutions (Nos. 917, 932, 956, 963, 978 and 985 - attached in Annex 3) which were, as required, transmitted to the UNGA - this was the case for two of them, namely No. 917 in 1984 and No. 932 in 1985 - or to the UNJSPB.

In 1989, the most recent Plenipotentiary Conference considered a Pension Purchasing Power Protection Insurance Plan (PPPPIP) which had been prepared by the Secretariat of the Union on instruction of the Administrative Council. As a result, the Conference adopted Resolution No. 43 (Annex 4) and the Administrative Council followed up on that Resolution by adopting Resolution No. 997 (Annex 5) which was also transmitted to the UNGA.

Present situation

At its 46th session, which ended earlier this month, the Administrative Council, in pursuance of the instructions given to it by the last Plenipotentiary Conference, adopted Resolution No. 1015 (Annex 6) after a vote, the result of which was as follows:

in favour	23
against	8
abstentions	9

/...

Conclusion

As decided by the Administrative Council, the PPPPIP, has not been put into effect at this time and shall not be introduced if the UNGA, at its regular session later this year, decides to implement measures providing comparable protection. This particular feature of the ITU Administrative Council decision shows clearly the attachment of the ITU to the United Nations Common System and its preference for solutions to be found at that level. Furthermore, the PPPPIP scheme cannot be considered as incompatible with the Common System from the legal point of view.

ANNEX 1

RECOMMENDATION No. 3

Pension Adjustments

The Plenipotentiary Conference of the International Telecommunication Union (Malaga-Torremolinos, 1973),

recalling

Resolution No. 5 relating to the assimilation to the United Nations Common System adopted by the Plenipotentiary Conference (Montreux, 1965);

having considered

the report by the I.T.U. Staff Pension Committee (Document No. 35) concerning adjustment of pensions;

requests the United Nations General Assembly

to keep in mind the objectives summarized hereafter:

1. an early adjustment of pensions in payment:

a) to restore to the greatest extent possible the purchasing power of pensions equivalent to that of before May 1971; and

b) to maintain this purchasing power by adjusting pensions within the shortest possible delay;

2. the consideration of urgent provisional measures to compensate for the losses suffered by pensioners since May 1971; and to avoid similar losses suffered by recipients of benefits other than pensions;

and urges the General Assembly of the United Nations

to do all possible to ensure urgent and uninterrupted action towards these objectives.

/...

ANNEX 2

RESOLUTION No. 61

Adjustment of Pensions

The Plenipotentiary Conference of the International Telecommunication Union (Nairobi, 1982),

recalling

Recommendation No. 3 adopted by the Plenipotentiary Conference of Malaga-Torremolinos (1973) in connection with the adjustment of pensions;

having considered

the report by the ITU Staff Pension Committee which notes that the measures adopted by the United Nations General Assembly have been in line with Recommendation No. 3;

concerned

by the uncertainties which weigh heavily on the level of pensions due to the flaws in the present system and possible subsequent changes to it, as well as the consequences of the future monetary fluctuations and inflation;

instructs the Administrative Council

to follow carefully the evolution of this issue, with a view to ensuring that the level of pensions is maintained and to take the appropriate action to achieve this end.

ANNEX 3

Resolution approved at the 39th session of the
Administrative Council (1984)

Resolution No. 917

PENSION SYSTEM OF THE UNITED NATIONS JOINT STAFF PENSION FUND

The Administrative Council,

recalling that the Plenipotentiary Conference (Nairobi, 1982) in Resolution No. 61 stated that it was "concerned by the uncertainties which weigh heavily on the level of pensions due to the flaws in the present system and possible subsequent changes to it, as well as the consequences of the future monetary fluctuations and inflation" and instructed the Administrative Council of the ITU "to follow carefully the evolution of this issue, with a view to ensuring that the level of pensions is maintained and to take the appropriate action to achieve this end";

having considered the report by the ITU Staff Pension Committee which notes that the United Nations General Assembly has called for the study of measures designed to reduce the benefits now payable to participants in the United Nations Joint Staff Pension Fund;

concerned by the uncertainties which weigh on the level of pensions of present and future participants due to changes envisaged in the pension system and in the level of pensionable remuneration;

resolves to draw the attention of the United Nations General Assembly, the United Nations Joint Staff Pension Board and the International Civil Service Commission to its anxiety about the level of benefits and the Fund's future, as well as to its hope that the measures which will be adopted to restore the actuarial balance will not further reduce the level of benefits but will also be aimed at enhancing resources through an increase in contributions and a gradual improvement of the real return on the Fund's investments;

instructs the Secretary-General to bring this Resolution to the attention of the United Nations General Assembly, the United Nations Joint Staff Pension Board and the International Civil Service Commission.

Resolution approved at the 40th session of the
Administrative Council (1985)

Resolution No. 932

PENSION SYSTEM OF THE UNITED NATIONS JOINT STAFF PENSION FUND

The Administrative Council,

recalling that the Plenipotentiary Conference (Nairobi, 1982) in Resolution No. 61 stated that it was "concerned by the uncertainties which weigh heavily on the level of pensions due to the flaws in the present system and possible subsequent changes to it, as well as the consequences of the future monetary fluctuations and inflation" and instructed the Administrative Council of the ITU "to follow carefully the evolution of this issue, with a view to ensuring that the level of pensions is maintained and to take the appropriate action to achieve this end",

having considered the report by the ITU Staff Pension Committee which notes that, among the measures proposed by the United Nations Joint Staff Pension Board with a view to eliminating the actuarial deficit of the Fund, the United Nations General Assembly adopted and decided to apply as from 1 January 1985 only those which entailed a reduction in the benefits paid to participants in the Fund and that it took no decision on the proposals to increase to 24% the contributions to the Fund, a measure which constituted the major element in restoring the actuarial balance of the Fund,

noting that numerous appeals submitted by active and retired staff members are giving rise to uncertainty about the future of the decisions criticized,

concerned by the negative consequences of these decisions on the level of pensions for present and future participants because of the changes introduced in the pension system and in the level of pensionable remuneration,

resolves once more to draw the attention of the United Nations General Assembly, the United Nations Joint Staff Pension Board and the International Civil Service Commission to:

a) its anxiety about the level of benefits and the Fund's future;

b) its hope that the measures which will be adopted to restore the actuarial balance will not further reduce the level of benefits but will henceforth be aimed at enhancing resources through an increase in contributions and a gradual improvement of the real return on the Fund's investments;

c) the importance, having regard to the reduction of the level of pensionable remuneration, of introducing equitable interim measures to safeguard staff members' acquired rights;

instructs the Secretary-General to bring this Resolution to the attention of the United Nations General Assembly, the United Nations Joint Staff Pension Board and the International Civil Service Commission.

Resolution approved at the 41st session of the
Administrative Council (1986)

Resolution No. 956

PENSION SCHEME OF THE UNITED NATIONS JOINT STAFF PENSION FUND (UNJSPF) - REPORT ON DECISIONS THAT MAY BE TAKEN BY THE UNITED NATIONS GENERAL ASSEMBLY AT ITS FORTY-FIRST SESSION

The Administrative Council,

taking into account

1. the objectives previously established by the ITU Staff Pension Committee contained in the Report submitted by the Administrative Council to the Plenipotentiary Conference (Nairobi, 1982) concerning pension levels;

2. the provisions of Resolution No. 61 of the Plenipotentiary Conference (Nairobi, 1982) which instructs the Administrative Council to follow carefully developments in the adjustment of pensions "with a view to ensuring that the level of pensions is maintained and to take the appropriate action to achieve this end",

instructs the Secretary-General

1. to prepare for the ITU Administrative Council at its 42nd session a report on the action taken by the United Nations General Assembly at its forty-first session;

2. to propose objectives which should be taken into account by the Pension Committee and ITU representatives in the Pension Board when considering the levels of contributions and benefits, bearing in mind the objectives set by the Plenipotentiary Conference.

Resolution approved at the 42nd session of the
Administrative Council (1987)

Resolution No. 963

UNITED NATIONS JOINT STAFF PENSION FUND (UNJSPF) - STUDY OF MEASURES REQUIRED FOR THE ADJUSTMENT OF PENSIONS

The Administrative Council,

considering the objectives previously established by the ITU Staff Pension Committee contained in the report submitted by the Administrative Council to the Plenipotentiary Conference (Nairobi, 1982) concerning the level of pensions;

noting that, despite the concern it expressed in 1985 in Resolution No. 937 (CA40) concerning decisions of the General Assembly which entailed a significant reduction in pension benefits, further unfavourable decisions were taken at the forty-first session of the United Nations General Assembly;

noting also that, in its Resolution No. 932, the 40th session of the Administrative Council drew the attention of the United Nations General Assembly, the United Nations Joint Staff Pension Board and the International Civil Service Commission to its anxiety regarding the level of benefits and the future of the Fund;

noting further that the report by the Secretary-General (Document CA42/6634), requested by Administrative Council Resolution No. 956 (CA41), reports:

a) a further deterioration in the benefits of the UNJSPF which will affect the level of pensions for staff in the professional category and above as a result of the decisions taken by the forty-first session of the United Nations General Assembly;

b) the grave concern of the staff in these same categories as a result of the continuing depreciation of the dollar which will be affecting Union staff members retiring in the next few years in countries with strong currencies in relation to the United States currency;

instructs the Secretary-General to study and submit to the 43rd session of the Administrative Council proposals for appropriate action to be taken by the Council in accordance with Resolution No. 61 of the Plenipotentiary Conference (Nairobi, 1982), having regard to evolution in the Common System.

Resolution approved at the 43rd session of the
Administrative Council (1988)

Resolution No. 978

PENSIONS

The Administrative Council,

considering Resolution No. 61 adopted by the Plenipotentiary Conference (Nairobi, 1982) concerning the adjustment of pensions;

recalling that, by Resolutions Nos. 917, 932 and 956, adopted at its 39th, 40th and 41st sessions, the Administrative Council attempted to draw the attention of the competent authorities of the Common System to its anxiety about the level of benefits and the future of the United Nations Joint Staff Pension Fund (UNJSPF);

having noted the outcome of the study carried out by the Secretary-General in accordance with Resolution No. 963, adopted by the Administrative Council at its 42nd session;

recognizing that, of the solutions contemplated in that study, the one relating to a Pension Purchasing Power Protection Insurance affords a means for settling a problem with which the Administrative Council has been concerned for almost 20 years;

further recognizing that any solution should not be incompatible with the prerogatives and decisions of the United Nations General Assembly concerning the regulations of the UNJSPF and their application;

considering that under the mandate entrusted to it by the Plenipotentiary Conference (Nairobi, 1982) in Resolution No. 61, the Administrative Council is instructed "to take the appropriate action to achieve this end";

resolves to instruct the Secretary-General to submit precise draft rules concerning a Pension Purchasing Power Protection Insurance plan and related financial and legal information, together with available information on practices in other Agencies, to the 44th session of the Council with a view to their translation, as appropriate, to the next Plenipotentiary Conference (Nice, 1989) with an appropriate recommendation and a report on action taken as a result of Resolution No. 61 (Nairobi, 1982).

Resolution approved at the 44th session of the
Administrative Council (1989)

Resolution No. 985

PENSIONS

The Administrative Council,

considering Resolution No. 61 adopted by the Plenipotentiary Conference (Nairobi, 1982) concerning the adjustment of pensions which followed on from Recommendation No. 3 adopted by the Plenipotentiary Conference (Malaga-Torremolinos, 1973);

recalling that, by Resolutions Nos. 917, 932 and 956, adopted at its 39th, 40th and 41st sessions, the Administrative Council drew the attention of the competent authorities of the Common System to its concern regarding the level of benefits and the future of the United Nations Joint Staff Pension Fund (UNJSPF);

having noted

a) the outcome of the study carried out by the Secretary-General and published in Document 6764/CA43, in compliance with Resolution No. 963 adopted by the Administrative Council at its 42nd session;

b) the detailed information contained in Document 6847/CA44 and its Addendum 1 presented by the Secretary-General in response to Resolution No. 978, which was adopted by the 43rd session of the Administrative Council;

recognizing that setting up an insurance scheme for the protection of the purchasing power of pensions, as proposed in Document CA44/6847, may settle the problem, to which the Plenipotentiary Conferences and the Administrative Council have been seeking a solution for almost 20 years;

further recognizing that any solution must respect the prerogatives and decisions of the United Nations General Assembly concerning the Regulations of the UNJSPF and their application;

considering that under the mandate entrusted to it by the Plenipotentiary Conference (Nairobi, 1982), in Resolution No. 61, the Administrative Council has been instructed to take the appropriate action to achieve this end;

resolves to transmit this proposed insurance scheme for the protection of the purchasing power of pensions to the relevant body in New York and to the forthcoming Plenipotentiary Conference (Nice, 1989), with a view to addressing the concerns expressed by the Council since the 39th session and in response to Resolution No. 61 (Nairobi, 1982).

ANNEX 4

Resolution No. 43

Adjustment of Pensions

The Plenipotentiary Conference of the International Telecommunication Union (Nice, 1989),

recalling

Resolution No. 61 of the Plenipotentiary Conference (Nairobi, 1982), relating to the adjustment of the level of pensions,

having considered

the reports of the Administrative Council, the Secretary-General and the ITU Staff Pension Committee,

acknowledging

the concern of the ITU staff about the level of pensions in the present system and possible subsequent changes to it, as well as the potential effects of future monetary fluctuations and inflation,

concerned

by the fact that no long-term solution has yet been found which satisfies the concerns expressed by the staff on this issue,

further concerned

by the fact that the pension benefits of ITU staff retiring in any country of the world are not guaranteed at a level equivalent to that prevailing at the base of the system (New York) and by the resulting uncertainties which weigh heavily on the future level of pensions and their consequences for the staff in the professional and higher categories retiring to countries with strong currencies,

noting that

the United Nations General Assembly has commissioned reviews of staff remuneration, conditions of service and pensions and is to take decisions on these matters by the end of 1990,

noting further that

interim measures have been taken within the framework of the United Nations common system to reduce the impact of currrency fluctuations and that

these measures will come to an end on 31 December 1990 and will not constitute an acquired right,

reaffirming

the strong attachment of ITU Members to the United Nations common system,

strongly urges

the representative of the ITU Staff Pension Committee on the United Nations Joint Staff Pension Board to take all the necessary steps to ensure that the proposal for a Pension Purchasing Power Protection Insurance Plan is fully examined as one possible response to the concerns of ITU staff and to insist that an appropriate solution is found to the problem,

urges

all ITU Members to take all necessary steps to ensure that the concerns of ITU staff are properly understood by Members' representatives dealing with the general policy of remuneration and conditions of service of international civil servants in order that these concerns are taken into account in the decision-making process,

instructs the Administrative Council

1. to follow the development of this situation carefully in order to ensure that ITU views are fully and appropriately represented in the common system bodies responsible for pension matters;

2. to take, at its session in 1991, appropriate action to secure for ITU staff retiring in any country in the world pension benefits comparable to those prevailing at the base of the system (New York);

3. to envisage the implementation of any scheme protecting the purchasing power of pensions which is found to be compatible with the common system,

instructs

the Secretary-General to transmit the text of this resolution to the Secretary-General of the United Nations and to the United Nations bodies responsible for staff conditions of service and remuneration, including pensions.

ANNEX 5

Resolution approved at the 45th session of the
Administrative Council (1990)

Resolution No. 997

UNITED NATIONS JOINT STAFF PENSION FUND (UNJSPF) PENSION SCHEME -
STUDY OF MEASURES TO BE TAKEN FOR THE ADJUSTMENT OF PENSIONS

The Administrative Council,

recalling that Resolution No. COM5/1 adopted by the ITU Plenipotentiary Conference (Nice, 1989) was transmitted to the United Nations Joint Staff Pension Board (UNJSPB) and the United Nations bodies responsible for conditions of service in the common system;

observing that the special session of the UNJSPB held in Rome from 20 to 23 February 1990 acknowledged that the long-term objective would be full income replacement and that the ITU proposal based on the principle of a Pension Purchasing Power Protection Insurance (PPPPI) could provide a valid means of achieving that objective;

concerned that due account should be taken, in the decisions to be taken by the United Nations General Assembly towards the end of 1990, of the objectives laid down in the ITU proposal, as adopted by its Plenipotentiary Conference (Nice, 1989);

noting the persistent concerns of the Union's staff on account of the prevailing climate of insecurity and instability regarding pension levels in the common system, despite the many interventions by all the ITU organs since 1972;

reiterates its request to the competent bodies in the common system that a lasting and equitable solution should be found as soon as possible on the question of income replacement, with benefits everywhere comparable to those prevailing at the base of the system (New York), and that to this end the ITU proposal (PPPPI) should be given due consideration;

resolves to instruct the Secretary-General to bring this Resolution to the attention of the 40th session of the UNJSPB and of the forty-fifth session of the United Nations General Assembly.

ANNEX 6

Resolution approved at the 46th session of the
Administrative Council (1991)

Resolution No. 1015

PENSION PURCHASING POWER PROTECTION INSURANCE PLAN (PPPPIP)

The Administrative Council,

considering Resolution No. 43 adopted by the ITU Plenipotentiary Conference (Nice, 1989), which instructed the Administrative Council:

1. to follow the development of this situation carefully in order to ensure that ITU views are fully and appropriately represented in the common system bodies responsible for pension matters;

2. to take, at its session in 1991, appropriate action to secure for ITU staff retiring in any country in the world pension benefits comparable to those prevailing at the base of the system (New York);

3. to envisage the implementation of any scheme protecting the purchasing power of pensions which is found to be compatible with the common system;

having considered Document 7132/CA46;

having noted Recommendation No. 89 of the High Level Committee;

reaffirming the strong attachment of ITU Members to the United Nations Common System;

observing that the United Nations Joint Staff Pension Board, at its special session held in Washington from 19 to 22 February 1991, was unable to achieve a consensus on a long-term solution providing valid protection for the level of pensions and deferred study of the matter to its July 1991 session;

concerned by the uncertainties which weigh heavily on the future level of pensions payable by the United Nations Joint Staff Pension Fund, and by the impact of the financial constraints imposed by the United Nations General Assembly on any long-term measure which the latter might adopt;

aware of the importance for the future of the Union of speedy implementation of the High Level Committee's recommendations;

anxious to ensure that the Union and its staff are given all the necessary means to that end;

urges again the UNJSPB and the United Nations General Assembly to decide on the necessary measures for providing an adequate long-term solution to these problems;

urges also all Union Members, through their representatives to the United Nations General Assembly in New York, to make known their support for a just settlement of the pension issue. Members should inform the Secretary-General of the actions they take in this regard;

resolves to adopt on an interim basis the Pension Purchasing Power Protection Insurance Plan (PPPPIP) as described in Document 7132/CA46, for introduction on 1 April 1992, unless the United Nations General Assembly implements measures providing comparable protection;

resolves also that in any case the PPPPIP shall only apply until comparable effects result from a United Nations General Assembly decision and that no acquired rights will result from the interim adoption of the PPPPIP;

instructs the Secretary-General in consultation with the Chairman of the Administrative Council

1) to take all the necessary administrative and budgetary measures to introduce the PPPPIP under the above conditions;

2) to report to the 47th session of the Administrative Council (1992) on the measures taken, their effects, and on the developments in the United Nations General Assembly and the UNJSPF.